

Please accept my comments on the current election rules.

The current election rules go way too far in protecting unions at the expense of my hard-working team members. I am against a process that denies my team members time and access to complete information or that restricts my company's voice and legal rights. When the rules were implemented, unions were already winning nearly 70% of elections; there was no need to rig the rules in their favor.

- Require in-person signatures on authorization cards, not electronic signatures
- Allow individuals to choose whether to give personal contact info to union organizers
- Eliminate the waiver element of the Statement of Position and allow employers a full opportunity to raise issues during a hearing
- Require a minimum campaign period of 40 days prior to an election
- Decide bargaining unit and voter eligibility issues before an election
- Allow employers at least 14 days to retain legal counsel and prepare for any Board hearing.
- Guarantee post-election Board review